

## YOUR NEW ROLE AT THE TRUST

<b>JOB TITLE:</b>	Digital Development Lead	<b>PAY BAND:</b>
<b>FUNCTION:</b>	Technology Department	Support Delivering Specialist/Managerial
<b>THE TEAM:</b>	A collaborative in-house team of developers and a tester, working with Product Owners and UX professionals to deliver scalable digital products using modern frameworks, APIs, and agile practices.	<b>Technical Lead/Function Head</b> Senior Leadership Team

## WHERE YOU WILL FIT

CEO	Chief Technology and Programmes Officer	Head of Design and Digital	<b>Digital Development Lead</b>	Senior Developer Developer Senior Tester
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## HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

Our development team empowers young people by building digital tools like MyKT—a self-serve space where they can shape their journey, access support, and track their learning with The King's Trust.

## WHAT WILL YOU DO?



You will lead and manage our in-house development team, fostering a collaborative and high-performing environment.



Provide hands-on technical leadership across our digital platforms, ensuring robust architecture, clean code, and scalable solutions.



Take ownership of the technical roadmap, working closely with the Product Lead to ensure feasibility, prioritisation, and alignment with strategic goals.



Guide the team in adopting and evolving best practices in modern web development, including agile methodologies, CI/CD, automated testing, and documentation standards.



Lead the design and implementation of scalable, secure, and accessible digital solutions, embedding compliance by design (security, accessibility, safeguarding, data protection).



Oversee deployment processes, version control, and release management, ensuring smooth and reliable delivery cycles.



Support the professional development of your team through mentoring, code reviews, and knowledge sharing.



Contribute to the broader digital strategy by staying abreast of emerging technologies and identifying opportunities for innovation



Actively contribute to an equitable, diverse, and inclusive workplace.

## THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

### WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Strong proficiency in PHP (Laravel/Symfony), JavaScript (React, Vue), HTML/CSS, and modern development workflows.	You'll build and maintain our platforms using these technologies—this is your daily toolkit.
Deep understanding of CMS platforms (WordPress, Contentful) and headless architecture.	You'll lead on CMS builds and integrations, often using headless setups to deliver flexible content.
Familiarity with DevOps practices, including CI/CD pipelines, Git workflows, and cloud-based deployment	You'll manage deployments and pipelines—reliable releases depend on this.
Ability to lead and mentor a multidisciplinary development team.	You'll guide and support developers and testers, helping them grow and deliver high-quality work.
Experience	Why do we need this?
Experience with API-first development, data modelling, and system integration.	You'll design and manage APIs to connect services and ensure smooth, secure data movement.
Experience with automated testing, performance optimisation, and accessibility standards.	You'll ensure quality and speed—testing and tuning are part of your process.
Significant experience in full-stack development using PHP frameworks and modern JavaScript libraries.	You'll work across front and back end—this role needs breadth and depth.
Proven experience leading development teams in a hands-on technical role.	You'll be the go-to for your team—your experience helps them grow and deliver.

### WE WOULD LOVE IT IF YOU COULD DO THIS

Skills and Knowledge	Why do we need this?
Understanding of agile product development, including sprint planning, retrospectives, and backlog refinement.	You'll work in sprints, plan backlogs, and iterate fast—agile is how we deliver.
Strong communication skills, able to translate technical concepts for non-technical stakeholders.	You'll explain tech to non-tech teams—clear, simple language is essential.
Familiarity with DevOps practices, including CI/CD pipelines, Git workflows, and cloud-based deployment.	You'll manage deployments and pipelines—reliable releases depend on this.
Experience	Why do we need this?
Experience in managing technical documentation and knowledge transfer processes.	You'll write docs and onboard others—your clarity helps the whole team.
Familiarity with project and code management tools (e.g., Jira, GitHub, Slack).	You'll manage work and code in tools like Jira and GitHub—this keeps us aligned.
Experience managing digital platforms and delivering iterative improvements in an agile environment.	You'll plan, deliver, and adapt in sprints—agile experience keeps us moving.

# WHAT DO WE EXPECT FROM YOU?

## OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.



Here at The King's Trust, we're committed to equality, diversity and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by KT CAN (our Cultural Awareness Network), KT GEN (Gender Equality Network), KT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, [click here](#).

## OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works at a technical lead or head of level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
<p>You inspire others through passion for what we do.</p> <p>You keep young people and our end goal in mind.</p> <p>You instil trust in others through consistency, professionalism and being accountable for team success.</p> <p>Resilient and determined in the face of challenges.</p> <p>You're authentic, bringing unique talents to work and encouraging others to do the same.</p> <p>Role models integrity and acts according to our Values</p>	<p>You understand the internal &amp; external factors that demand change and innovation from The Trust</p> <p>You lead change processes with skill &amp; positivity and help others see the benefits and opportunities.</p> <p>You take an entrepreneurial approach to improve how we do things.</p> <p>You take steps to further own development, coaching others to do the same.</p> <p>You encourage a culture of constant improvement.</p> <p>You role model a positive &amp; constructive approach to giving and receiving feedback</p>	<p>You're approachable, clear, and inspiring.</p> <p>You effectively communicate information throughout The Trust</p> <p>You challenge the thinking of others and raise issues in a diplomatic, non-judgemental way.</p> <p>You seek to understand multiple perspectives, listening to others' concerns or barriers before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues</p> <p>You bring the team together in pursuit of shared purpose.</p> <p>You manage relationships with multiple stakeholders, gaining buy-in and balancing their different priorities.</p> <p>You share knowledge and information.</p> <p>You build a broad range of trusting relationships both across The Trust and externally.</p> <p>You have a broad organisation knowledge and awareness of how actions in one team will affect others</p>	<p>You translate The Trust's vision into a vision for your own team, making long-term plans and setting goals accordingly.</p> <p>You make decisions through establishing facts, considering consequences, and making sound judgements.</p> <p>You address obstacles, finding workable solutions.</p> <p>You set quality standards &amp; challenge others to maintain them.</p> <p>You empower the team and place trust in them to take ownership and deliver results.</p> <p>You manage resources to maximise their impact and deliver results</p>

## THE WELFARE OF OUR YOUNG PEOPLE

The King's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks per the Codes of Practice for all roles within The Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.